

Referral Pathway for all agencies who may encounter a potential victim of adult trafficking/slavery

This Referral Pathway should be signposted within your organisation's ADULT SAFEGUARDING POLICY

Modern Slavery Helpline: 08000 121 700

Adult presents to service/identified on a visit Service suspects that person may be a potential victim of trafficking/slavery Note: If the person is at immediate risk call 999. Examples of indicators that may suggest trafficking or slavery can be found on the reverse of this document. You can discuss your suspicions with your organisation's Modern Slavery Champion or contact an NRM First Responder Do they feel safe? No Yes Are they alone/able to talk to you freely? Discuss their situation and your concerns with the Try to facilitate a conversation with them on their potential victim. own - this may be the only opportunity to engage Report to an NRM First Responder and ask for advice. Explain the indicators of slavery present. with them. If not possible, ask them to return alone ASAP. See next page for examples of questions to ask. Report concerns internally and/or to an NRM First Responder. Consider translation requirements. Do not raise your concerns with any accompanying person. Consider your organisational reporting duties. Would they like support/to go to a place of No Yes Did person return? safety? No Yes Record details of concerns, include all details that could help to identify the person if they came to notice again. Consider if Consider if Report internally and/or to a First Responder. anyone under 18 anyone under 18 Complete Home Office's 'Duty to Notify' form. may be involved. may be involved. **AND** Pass information Force Intelligence as agreed within the partnership. If necessary refer to If necessary, refer to Child Trafficking Child Trafficking Pathway or your POLICE: consider recording fingerprints, DNA, photos, mobile numbers, sim Pathway or your organisation's child organisation's child cards etc. protection processes. protection processes. **Explain NRM process** Provide potential victim information about (Salvation Army leaflet/website can give details). their rights in the UK and the Modern No Slavery Helpline number: 08000 121 700 Does the person wish to proceed? Contact NRM First Responder to submit NRM form. Complete **Duty to Notify form**. Notify local Force Intelligence as agreed within partnership. Yes

Only NRM First Responders can complete the <u>National Referral Mechanism (NRM) referral form</u> and call <u>Salvation Army 24/7</u> accommodation and immediate advice helpline – 0300 303 8151

Non-First Responder organisations should record concerns on the NRM referral form and contact a First Responder or call Salvation Army 24/7 accommodation and immediate advice helpline – 0300 303 8151, where a referral can be completed.

Local Contact Details:
Local Authority Area:
Safeguarding details:
Out of Hours details:
Police Contact:



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Examples of indicators that may suggest a person is a victim of trafficking/slavery: Be aware that not all indicators may apply. Modern Slavery can affect all ages & genders.

GENERAL INDICATORS

| 1. 2. 3. 4. 5. | Evidence of control over movement, either as an individual or as a group Found in or connected to a type of location likely to be used for exploitation Restriction of movement and confinement to the workplace or to a limited area Doesn't know home or work address Threats against the individual or their family members | |
|----------------------------|---|------|
| <u>INE</u> | DICATORS OF FORCED LABOUR* | |
| 1. | Dependence on employer for a number of services for example work, transport and accommodation | |
| 3. | Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay Imposed place of accommodation | |
| | ease note these indicators may also apply to people who are self-employed, or are working through an emplo ncy. Use common sense to assess whether you believe a person to be in need of safeguarding. | ymen |
| INE | DICATORS OF DOMESTIC SERVITUDE | |
| 1. 2. | No proper sleeping place or sleeping in shared space e.g. the living room No private space | |
| 3. 4. | Forced to work in excess of normal working hours or being 'on-call' 24 hours per day Never leaving the house without employer | |
| INE | DICATORS OF SEXUAL EXPLOITATION | |
| 1. 2. 3. 4. | Movement of people between brothels or working in alternate locations Person forced, intimidated or coerced into providing services of a sexual nature Person subjected to crimes such as abduction, assault or rape Someone other than the potential victim receives the money from clients | |

Examples of questions that may be helpful having a conversation with a potential victim of trafficking:

- Would you know where your identity documents are kept and do you have free access to them?
- Is the work you're doing in this country the type of work you expected to be doing before you arrived here?
- Before you arrived here what were you told you'd be doing?
- If you wanted to could you leave when you choose to? If you left with me today would there be any consequences?
- Are you worried that someone may hurt you or your family if you don't do what they want?

<u>Note</u>: The above are not exhaustive lists and are there for guidance, don't ignore the obvious, e.g. someone tells you that they have been exploited. If in any doubt – continue with your referral.